

# MUKILTEO

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POLICE  
DEPARTMENT

# MISSION STATEMENT

THE MISSION OF THE MUKILTEO  
POLICE DEPARTMENT IS...

TO PROVIDE PROFESSIONAL POLICE  
SERVICE FOR AND WITH THE  
COMMUNITY.

# CORE VALUES

THE CORE VALUES OF THE MUKILTEO POLICE DEPARTMENT ARE:

- PROFESSIONALISM-

WITH PRIDE WE ENFORCE THE LAW WITH COMPASSION, FAIRNESS,  
AND RESPECT FOR ALL.

WE STRIVE FOR EXCELLENCE IN SERVICE BY BEING A HIGHLY TRAINED,  
SELF-DISCIPLINED, AND MOTIVATED TEAM.

- INTEGRITY-

WE HOLD OURSELVES ACCOUNTABLE TO THE HIGHEST STANDARDS OF  
MORAL AND ETHICAL CONDUCT.

WE HOLD OURSELVES TO ELEVATED STANDARDS OF TRUST,  
RESPONSIBILITY, AND DISCIPLINE WHILE PROMOTING JUSTICE IN A FAIR  
AND IMPARTIAL MANNER.

- COMMUNITY-

WE ARE COMMITTED TO PARTNERING WITH THE COMMUNITY TO  
ENSURE PUBLIC SAFETY AND PROMOTE A HIGH QUALITY OF LIFE.

WE VALUE OPEN COMMUNICATION AND MUTUAL TRUST.



# **THE ROLE OF A POLICE OFFICER**

The nature of police work involves the protection of life and property, enforcement of laws and ordinances, the prevention and investigation of crimes, and the ability to exercise independent discretion. A police officer must possess intelligence and integrity and stand up to rigorous personal, ethical, moral and physical challenges. While providing service to the community, the greatest rewards of the profession are self-esteem, pride and the opportunity to utilize individual talents and skills.

# THE DEPARTMENT

The Mukilteo Police Department is a full service law enforcement agency divided into five divisions:

- Patrol
- Special Operations
- Administration & Support Services
- Training
- Crime Prevention

# THE DEPARTMENT

The Mukilteo Police Department consists of 32 employees which include 28 commissioned officers, supported by 4 non-sworn staff. We take great pride in the quality of our personnel and the services we provide, which include: patrol, traffic enforcement, investigations, crime prevention, volunteer program, administrative services, and animal control.





# ENFORCEMENT

We participate in many partnerships with the public to make our community a safe and enjoyable place to live.



# THE COMMUNITY

- The City of Mukilteo is located between the City of Everett and the City of Lynnwood and it has a Mayor-City Manager form of government
- In 2009 Money magazine ranked Mukilteo number 10 of the top 100 small towns of the United States to live in. In 2011, Mukilteo rose one rank to number 9.
- Business Week Magazine named Mukilteo one of the best affordable suburbs of 2006.
- Mukilteo is the 7th largest city in Snohomish County, with a population of 20,605.





# THE COMMUNITY

- Mukilteo was the site of the historic 1855 Point Elliott Treaty.
- Mukilteo is home to the Mukilteo Lighthouse (circa 1906) and the Mukilteo Lighthouse Park, both adjacent to the picturesque Ferry Terminal.
- Our community provides an excellent family atmosphere with numerous in-city parks, a top school district and several community colleges and universities within easy commuting distance.



# APPLICANT QUALIFICATIONS

ENTRY LEVEL APPLICANTS MUST MEET THE FOLLOWING CRITERIA:

- AGE 21 AT THE TIME OF EXAMINATION.
- UNITED STATES CITIZEN; READ AND SPEAK THE ENGLISH LANGUAGE.
- HIGH SCHOOL GRADUATE OR EQUIVALENT.
- WASHINGTON STATE DRIVER'S LICENSE OR ABILITY TO OBTAIN ONE FREE OF SUSPENSIONS OR REVOCATIONS.
- NO FELONY CONVICTIONS.
- ABILITY TO PASS A SERIES OF QUALIFYING PRE-EMPLOYMENT EXAMINATIONS.



# **LATERAL APPLICANT QUALIFICATIONS**

APPLICATIONS FROM EXPERIENCED POLICE OFFICERS ARE ENCOURAGED AND ACCEPTED ON A CONTINUOUS BASIS. IN ADDITION TO MEETING THE ABOVE REQUIREMENTS, ALL LATERAL ENTRY APPLICANTS MUST BE CURRENTLY EMPLOYED WITH A CIVILIAN LAW ENFORCEMENT AGENCY, WITH 2 YEARS OF CONTINUOUS FULL TIME SERVICE. APPLICANTS MUST ALSO HAVE SUCCESSFULLY COMPLETED A BASIC POLICE TRAINING ACADEMY OR ABILITY TO PASS EQUIVALENCY.

# GENERAL TESTING INCLUDES:

- WRITTEN AND PHYSICAL TESTS VIA [PUBLICSAFETYTESTING.COM](http://PUBLICSAFETYTESTING.COM)
- ORAL BOARD INTERVIEW
- POLICE CHIEF'S INTERVIEW
- BACKGROUND INVESTIGATION
- POLYGRAPH EXAMINATION
- PSYCHOLOGICAL EVALUATION
- MEDICAL EXAM/DRUG SCREENING



# ACADEMY AND FTO TRAINING

A police officer's career begins at the academy where training is provided for 5 months (720 hours), 8 hours every day, except weekends and holidays. Commissioned academy graduates are assigned to Patrol under the guidance of a Field Training Officer who will instruct you in the practical application of your academy training. Lateral police officers are assigned directly to Patrol with a Field Training Officer to provide orientation and training. All officers serve a one-year period of probation where job performance is formally evaluated by a supervisor.

# BENEFITS

- Salary

Under the existing salary plan governed by Union contract, the City provides for a regular progression of salary increases. Lateral police officers will be placed into the pay schedule commensurate with their qualifications. Salaries in 2012 range from \$4,690 to \$6,062 per month for Officers. Specialty assignments and supervisors earn an additional 5%.

- Training

Officers from the department receive continuing training. They averaged over 80 hours of continuing training per Officer in 2010.



# BENEFITS

- Education

The City provides education incentives for officers with Associates (2%) or Bachelors (4%) degrees. The City also has tuition reimbursement for Officers working towards a College degree in approved fields of study.

- Insurance and Retirement

Medical, dental and vision coverage is provided for the employee and eligible dependents. Life insurance coverage is provided for employees.

# BENEFITS

- Paid Leave

Currently employees receive 8 hours of sick leave per month and 12 paid holidays. Vacation leaves ranges from 108 hours for 1-5 years of service, to 176 hours for 21 or more years of service. Paid time off is also given for such things as bereavement leave.

- Uniforms

The City issues required clothing and equipment on the quartermaster system. Uniform cleaning is another benefit to the officers.



# CHIEF'S MESSAGE

IF YOU DESIRE TO BE PART OF SOMETHING BIGGER THAN YOURSELF, TO CONTRIBUTE TO SOCIETY, TO BETTER MANKIND AND TO HELP RAISE THE PROFESSIONALISM OF THE LAW ENFORCEMENT PROFESSION, CONSIDER A CAREER WITH THE MUKILTEO POLICE DEPARTMENT.



# CODE OF ETHICS

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others.

# CODE OF ETHICS

Honest in thought and deed in both my personal and official life. I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty. I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities, or friendships to influence my decisions.



# CODE OF ETHICS

With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities. I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

# CODE OF ETHICS

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession ...law enforcement.

